

progressionINcorrections

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Indiana Department of Correction Employee Newsletter

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*This Issue is
Dedicated to
Commissioner
Donahue*



From the Commissioner

When Governor Daniels offered me the position as Commissioner of Indiana's Department of Correction, I had a clear understanding of the difficult challenges in store for me. However, I truly had no concept of the number of wonderful, bright and dedicated individuals I would be privileged to work with that would help me meet those challenges. One of my first acts as Commissioner was to open lines of communication, so staff at all levels would be able to send me their good ideas for positive changes. I attribute much of the progress that was made during my tenure as Chief Executive Officer of the DOC to those who were bold enough to share their good ideas and candid advice.

I trust that nearly all employees are now familiar with the 3-Es, which I introduced shortly after becoming Commissioner. With your collective efforts, the DOC has taken great strides with respect to all three of these areas: Efficiency, Effectiveness, and most important, Employees. As you might imagine, it is not easy making system-wide changes within such a large Agency. Many DOC staff were encouraged to leave their normal comfort zone, and called upon to work harder and faster in order

to realize their full potential. But the contribution generated by this new level of commitment helped accomplish many great things.

You should all be proud of the fact that, through your commitment and sacrifices, the DOC was able to provide unprecedented levels of correctional service to a record number of offenders without spending additional tax dollars. Even more than that, some of the savings realized through sustained improvement directly supported sorely needed, and in many cases, unparalleled salary adjustments for most Department employees.

I cannot begin to list the many positive changes and new initiatives we introduced during the past three and a half years, but those who wish to reflect on the enormity of change need only thumb through the DOC's annual reports, the Progress Reports, or the media releases available on the DOC's web site. The magnitude of these collective works is truly staggering.

You have allowed me to return to Kentucky not only with a sense of pride,

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The Department's Vision and Mission Statement



THE VISION

We, the dedicated professionals of the Indiana Department of Correction, strive towards a safer, more secure Indiana for those we serve through innovative programming and community partnerships.

THE MISSION

The mission of the Indiana Department of Correction is to empower the agency's staff of correctional professionals to increase public safety and reduce recidivism through successful re-entry programs that allow offenders the opportunity to positively contribute to Indiana communities.



Ground breaking for the Corn Boiler at Putnamville



Vehicle Restoration Contest



Commissioner's Awards Luncheon

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We welcome all submissions.

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Commissioner Donahue at Work with Grover



Putnamville Correctional Facility Farm

Conner Prairie

Town Hall Meetings



2008 Superintendent's Leadership Conference



Opening of the Indiana Women's Prison Nursery

The Villages Campaign



DOC Appreciation Week at the State House

Announcement of Enhancement to Indiana Sex Offender Registry



**Farewell
and Good Luck to
Commissioner Donahue!**



Riding with the Governor

On the Front Lines

Ann Coppola, News Reporter,
Reprinted with permission, Corrections.com

It was mid-December of last year, and David Donahue had been in Iraq for several days. Standing inside a makeshift office at Camp Bucca, the United States Army's largest military detention center, the Indiana Department of Correction Commissioner was still adjusting to daily life in a war zone among 20,000 Iraqi detainees and thousands of soldiers.

Colonel James Brown, the commander at Camp Bucca, walked into the office where Donahue and a modestly decorated artificial Christmas tree were waiting. The intense and highly energetic Brown had someone to introduce to Donahue that might help him to feel more at home.

"He had gone out onto this enormous military base with thousands of soldiers, and found an employee of INDOC that was stationed at the Camp Bucca detention facility," Donahue says. "It was one of our COs, SPC Randy Kuhlman, and I had met him before at Putnamville Correctional in Indiana. Here was a classic corrections professional doing the same line of work in his military role. And it was also a reminder of just how small this world really is."

The story of how two Indiana corrections professionals came face to face in the Iraq desert can be traced to last fall, when the U.S. Army Secretary, Pete Geren, asked Donahue to go to Iraq to review the coalition forces' detention operations.

Donahue visited Iraq nearly one year after President Bush's much debated 2007 troop surge. As the security presence in Iraq increased, so did the number of suspected Iraqi insurgents in U.S. military custody. The estimated number of detainees at the beginning of 2008 was 24,000, but Donahue says those numbers are now on the decline.



"They are now releasing more individuals back into the community than they are accepting into the facilities, and that is a very positive trend," he says. "That is the ultimate objective, to work those numbers down."

The U.S. camps, also referred to as "theater internment facilities" or TIFs, do not hold individuals sentenced for a crime: there are no fixed terms of detention. After capturing detainees, the military holds them until it can determine whether or not they can be safely released to the community or be referred to the Iraqi courts system.

To combat hopelessness among the detainees and to prevent the camps from becoming recruiting centers for radical militant groups, the Army is taking a decidedly corrections approach toward its detention operations. In fact, correctional fingerprints can be found all over the camps, from the developing educational, vocational, and religious programming to the review boards that operate much like parole board meetings.

"All of the managers realize the experience these individuals have in detention could have a lifelong impact for them," Donahue says, "that's why it's so important to promote hope and opportunity in the detention environment."

Donahue heard the "hope and opportunity" mantra throughout his time at Camp Bucca and Camp Cropper, a much smaller detention camp to the west of Baghdad in central Iraq. Major General Doug Stone, commander of detention operations in Iraq, has been the driving force behind promoting a variety of opportunities for former militants who will be returning to society.

"It was riveting to sit with Major General Stone, a commander who has such keen focus, who realizes that the significant number of men detained are going to be returned to the community," Donahue says. "That is his objective and why he has brought about things like job training, family visitation, and education for the detainees."

The educational component is also a vital security tool for the Army. For example, the Army hopes that teaching the detainees how to read will allow them to interpret the Koran for themselves, rather than believing what extremists tell them. As he learned more about this programming, Donahue once again found a fellow corrections professional on the front lines.

"I had the pleasure to meet Anna Callahan, a Major in the National Guard and Lieutenant in the Bureau of Prisons, who had such a personal focus and passion about the delivery of education," Donahue recalls. "She and her staff actually built a classroom to create the opportunity to promote literacy among detainees. They call the educational system at both camps the 'House of Wisdom,' and it's also available to the juveniles in detention."

The Army is currently working on making the educational programming available to the nearly 24,000 detainees throughout Iraq. It's a daunting task, but one, Donahue says, everyone is eager to take on.

"When I was visiting with [Kuhlman], he told me he realized the opportunity he had while he was there was to literally change the environment for the better," Donahue says. "He was very proud, and he knew at the end of the day, that because of his efforts, Iraq was a better place."

INDOC currently has 99 staff deployed in the military, which is not an uncommon number for many state corrections departments. During his visit, Donahue met several staff from different U.S.

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Edwin G. Buss

Governor Mitchell E. Daniels, Jr. appointed Edwin G. Buss to be Commissioner of the Indiana Department of Correction effective August 1, 2008. Before being appointed to Commissioner, Edwin G. Buss served as the Superintendent of the Indiana State Prison in Michigan City. Preceding his post at ISP, he was the Superintendent at the Westville Correctional Facility from 2002-2005, where he improved the operations of the state's largest prison.

Governor Daniels Appoints Buss Commissioner

Buss began his career as a correctional officer at the Indiana State Prison in 1987 and by 1994 at the Lakeside Correctional Facility in Michigan City had been promoted to the highest rank for a uniformed officer. He joined the administrative ranks in 1997 when he was named a correctional unit team manager, responsible for three housing units and 1,850 offenders at the Indiana State Prison, then served as assistant superintendent of operations/programs from 1998 to 2001.

Commissioner Buss is a veteran having served his country in the United States Army in the mid-1980s. He has been a consultant with the National Institute of Correction for Organizational Cultural

Competency work and is an auditor for the American Correctional Association (ACA). In 2005, was recognized by the Department of Correction as Superintendent of the Year. The Commissioner served as Commander of ISP's Emergency Squad for many years and was a charter member of the DOC's Special Emergency Response Team (SERT).

Buss graduated from Bethel University in Mishawaka, Indiana, with a degree in Organizational Management. His wife, Dawn, is Superintendent of the South Bend Juvenile Facility. They have three children, Conner, Jacob, and Taylor. ■

Commissioner's Greeting

Dear Colleagues,

Today I have the extreme pleasure of working beside you as the Commissioner of the Indiana Department of Correction. I am both honored and humbled by Governor Daniels' appointment and I pledge to do all things thereunto pertaining that will place DOC in the forefront of the corrections profession.

Having served in a number of capacities over 21 years with DOC, I have come to realize that our employees are some of the most dedicated corrections professionals in America. Your vigilance, dedication to duty, and experience is the constant conduit that provides safe and secure facilities, public safety, and mission accomplishment.

Every staff member of the DOC plays an important part towards its success, it is vital that we are all aboard the team towards that success!

Soon, I will be visiting all DOC facilities. During my tours I hope to meet with any staff member who wishes to share thoughts on improving any aspect of our Department. For those who wish to share their ideas with me right away, I strongly encourage you to e-mail me your thoughts and ideas to solutionsforsuccess@idoc.in.gov.

Please know that as your Commissioner I will serve you, and all residents of this great State, with integrity, purpose, and the commitment you so richly deserve. Also know that my thoughts are always with you everyday as you fulfill your important role to public safety. I have always been proud to be an employee of the Indiana Department of Correction and I very much look forward to working with each of you in the future.

Thank you for all you do!

Edwin G. Buss, Commissioner

Christian Motorcyclists Association Visits Pendleton Correctional Facility

Neil Potter, Public Information Officer, Pendleton Correctional Facility



Members of the Christian Motorcyclists Association at Prayer

Members of the Christian Motorcyclists Association returned to the Pendleton Correctional Facility on June 14, 2008 to present their "Breaking Through" religious program to the offender population.

Ten members of the group participated in the event, and they proudly displayed eight impressive motorcycles for the offenders' viewing enjoyment. The group conducted three separate events during their visit to the facility. A program was provided to level one offenders housed outside the walls in the morning hours, and two additional programs were held in the afternoon inside the walls for the maximum security population. A total of approximately 410 offenders were able to attend the program and interact with members of the organization.

Taped gospel music was played during the event and organization members conducted group prayer services. Some members of the organization provided powerful personal testimonies of how their religious experiences have turned them around and how this has motivated them to share their message of hope with offenders and others who may also need positive direction and inspiration in their lives. The love and fascination of motorcycles shared by all involved served as a catalyst to stimulate individual conversations and interactions between members of the organization and the offender participants.

Superintendent Brett Mize praised the organization for their willingness to conduct this great program at the facility and indicated that he eagerly looks forward to additional visits from the organization in the future. ■

Indiana Department of Correction Aids Storm and Flood Victims

During the months of May and June, Indiana saw several days of severe weather, including heavy rain, lightening, and tornadoes. As a result, portions of central and southern Indiana experienced storm damage and massive flooding. Governor Daniels directed a swift state response to aid the victims of the storms and flooding, and the Indiana Department of Correction stepped up alongside other state agencies to provide assistance in a variety of forms.

Many facilities stepped up to aid victims in the form of monetary and supply donations. Staff and offenders at Branchville Correctional Facility, Camp Summit, Correctional Industrial Facility, Indiana State Prison, Indianapolis Juvenile Correctional Facility, Plainfield Correctional Facility, Rockville Correctional Facility, Wabash Valley Correctional Facility, and Westville Correctional Facility have made over \$7,000 in donations to various flood and storm relief efforts. The PEN Products warehouse in Indianapolis was even turned into a donation hub for the Indiana Office of Faith-based and Community Initiatives.

Additionally, offender work crews from Branchville Correctional Facility, Edinburgh Correctional Facility, Henryville Correctional Facility, New Castle Correctional Facility, Pendleton Correctional Facility, Plainfield Re-

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Miami Correctional Facility Launches Braille Project

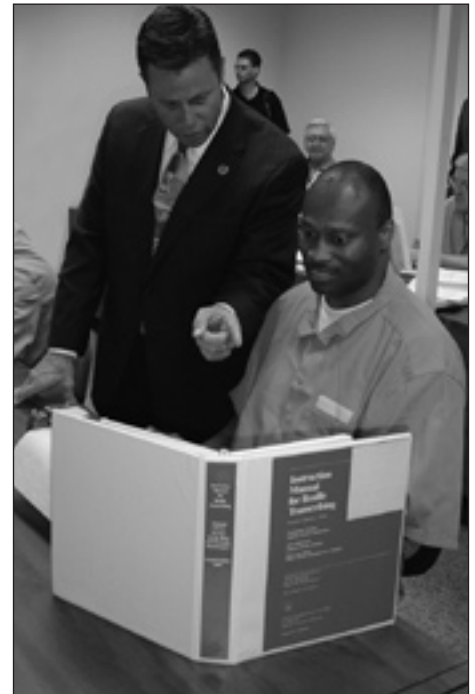
Ann Hubbard, Public Information Officer, Miami Correctional Facility
and Becky Deeb, New Enterprise Development Manager, PEN Products

offender's marketability in the job market upon release, with the goal that gainful employment will keep offenders from returning to prison.

"We have provided an environment for change, and the offenders will have the opportunity to change and succeed after release. The Miami Braille Project is really about people with great needs getting what they need," stated Commissioner J. David Donahue.

State Senator Teresa Lubbers of District #30, said, "This is the perfect example that government can work. Education and corrections working together, it doesn't get any better than this. The Miami Braille Project is the beginning of a great thing for the kids, the offenders and the State of Indiana."

Twenty offender workers are currently being trained in Braille transcription at the Miami Correctional Facility. ■



Offender explains Braille process to Commissioner Donahue

Miami Correctional Facility hosted an open house to feature the Miami Braille Project, a new collaborative effort between the Indiana Department of Correction, PEN Products, the Indiana Department of Education, the Center of Exceptional Learning, and the Indiana School for the Blind and Visually Impaired.

The mission of the project is to provide low-cost, quality Braille educational materials to Indiana's school-age children in a timely and efficient manner, while also providing a skill to the offenders at the Miami Correctional Facility. Offenders learn to transcribe textbooks into Braille textbooks. The skill will increase the

On the Front Lines

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corrections systems. The connection between corrections and the Iraq war is strong, not only through its people, but also through its philosophy and mission.

"Indiana will release 18,000 inmates this year alone, and if we don't promote hope and opportunity during their time of incarceration, there are going to be new crimes and additional victims," Donahue says. "The correlation with Iraq and the detention facilities is that the major focus is on what will be happening to the individual when he leaves detention and goes home."

"I had a preconceived notion about the war before I went to Iraq based on the information we receive in the news and media," Donahue adds, "but now that I've spent time there, I know that what is going on in our detention operations is absolutely phenomenal. There's no question in my mind our soldiers are doing the right things for the right reasons."

Back in the U.S. at INDOC central headquarters the name of every employee serving in the military is listed on the lobby wall. It serves as a reminder for all those who walk by to keep these individuals in mind, no matter their connection to or view of the Iraq War. ■

Indiana Department of Correction Aids Storm and Flood Victims

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entry Educational Facility, Putnamville Correctional Facility, and Wabash Valley Correctional Facility put in countless hours with storm clean-up and sandbagging to stem flooding. In many cases, the offenders worked alongside military personnel and citizen volunteers in the relief efforts.

Whether through donations or manual clean-up efforts, the Department has shown tremendous spirit and provided a great deal of help to those in Indiana who were impacted by the storms. ■

The Birth of the Wee Ones Nursery



A nanny and mother at the Wee Ones Nursery

Research suggests that without support from caregivers and professionals, incarcerated parents are often unable to develop or maintain healthy bonds with their children. To meet this end, the Indiana Department of Correction created the Family Preservation Program. The Family Preservation Program operates on the belief that through mentoring, education, and role modeling, offenders are less likely to continue the cycle of substance abuse, violence and poor decision-making which led to incarceration.

On April 16, 2008, the Agency unveiled the Wee Ones Nursery (WON) Program at the Indiana Women's Prison. Now, Indiana is one of only six states to offer a nursery program to incarcerated mothers. The mission of the WON Program is to strengthen the bond between the offender mother and infant through education and quality time. The program benefits the infant by encouraging cognitive, motor, and behavioral skills and development.

The Wee Ones Nursery can accommodate a maximum of 10 newborn babies and 14 offenders (10 mothers and 4 nannies). The newborn will live in the nursery for a maximum of 18 months. (Mothers are eligible to participate in the nursery if they have

18 months or less to serve after their delivery date.) The child and mother will leave the facility upon the mother's release.

Program Participants:

Mother: An adult female committed to the Department of Correction who has been accepted into and resides in the Wee Ones

Nursery Program Housing Unit at the Indiana Women's Prison.

Nanny: An adult female committed to the Department of Correction who meets the criteria to participate and resides in the Wee Ones Nursery Program as an assistant to the offender mothers, staff, and volunteers.

Pediatrician: A licensed pediatrician responsible for overseeing the health and well-being of the newborn infants housed in the Unit.

Nurse: A registered nurse responsible for overseeing the health and well-being of the new infants and mothers housed in the Unit.

Emergency Contact Person: Person, relative or agency that is approved to take custody of an offender mother's baby in the event of an emergency or the offender mother is terminated from participation in the Wee Ones Nursery Program. This person is authorized to take possession of the infant's property when the baby leaves the institution.

Program Eligibility:

- The offender is pregnant at the time she comes to the Department of Correction.

- The offender's earliest possible release date is no more than eighteen months after projected delivery date.
- The offender has never been convicted of a violent crime or any type of child abuse, or child endangerment.
- The offender is the legal custodian of the child.
- The offender must be willing to sign an agreement indicating that she will abide by all of the rules of the WON program.

(Additional eligibility requirements apply.)

Offender Mother Selection Process:

- Offenders who believe that they meet the offender mother eligibility criteria for the WON program will complete an application for the program.
- The offender must meet the preliminary eligibility criteria prior to submitting an application to the program.
- If the application is approved, the Nurse or other designated staff arranges to interview and explain the program, as well as field any questions that the offender may have regarding the program.
- The offender's application is then assessed and recommendations by the Nurse or other designated staff are made to determine whether the offender is eligible to participate in the WON program.
- Pending a final review and acceptance, the Nurse or other designated staff meets with the offender and provide the offender with a copy of the WON Program and Housing Unit rules, as well as a contract indicating that she will participate in all aspects of the WON program and will comply with the program contract.

Offenders Assist in Rebuilding Storm-damaged Covered Bridge



INDOT officials and DOC offenders assess damage to Moscow Covered Bridge

Two offender work crews from Pendleton Correctional Facility and New Castle Correctional Facility went to Moscow, Indiana to lend their hands to help clean up and rebuild a storm-damaged, historical covered bridge.

The offender work crews from the Department of Correction are working alongside Indiana Department of Transportation officials to salvage the remaining lumber and components of the beloved bridge for shipment to storage. Once as much of the bridge is recovered as possible, crews will begin to assist with the reconstruction efforts. The offender work crews will remain on-site until the work is completed.

"I am proud that offenders can give back to the community by working tirelessly to recover and rebuild the storm-ravaged Moscow covered bridge. The completed project will mean a great deal to the community, and I am glad the Department of Correction could lend its assistance," said DOC Commissioner J. David Donahue.

Local officials and citizens in the community have expressed tremendous praise and appreciation to the offenders and staff participating in this outstanding community service endeavor. WTHR TV and FOX 59 News from Indianapolis visited the site to interview offenders and others involved in the project, which resulted in extremely positive news coverage for the Department.



Offenders disassemble Moscow Covered Bridge

This project is providing another great opportunity for offenders to gain self-respect, while incurring tremendous cost savings for the citizens of Indiana as they face the daunting challenges of recovery and restoration. ■

The Birth of the Wee Ones Nursery

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Offender Nanny Selection Process:

- The offender must have a disciplinary history free of any Class A and Class B findings of guilt within the past 6 to 12 months.
- The offender has never been convicted of a violent crime or any type of child abuse, or child endangerment.
- The offender has satisfactorily completed a Department of Correction parenting education class.
- The offender has, at a minimum, an eighth grade reading level.
- The offender must be willing to sign an agreement to abide by all of the rules of the WON program. By doing so, the nanny indicates that she will support the participants in the program to the best of her ability.

(Additional eligibility requirements apply.)

The Wee Ones Nursery Program is funded by grants provided by the Maternal and Children's Special Health Care Services Division of the Indiana State Department of Health and the Women's Fund of Central Indiana.

Ensuring that the connection between a mother and child is strong enhances the probability of an offender not returning to a life of poor choices. Furthermore, a newborn's opportunity for life success is enhanced with the maintenance of those ties.

The WON Program falls within the greater DOC commitment to equip offenders with the necessary skills to ensure successful re-entry.

Through the Wee Ones Nursery Program, it is the hope of the Indiana Department of Correction that through building family ties, offenders will positively re-enter Indiana communities. ■

A Certain Kind of Canine

John Sharp, Captain/Field Specialist, Emergency Response Operations

Only a few special dogs have a chance to be employed by the Indiana Department of Correction.

John M. Sharp and Tony Keith are always searching for the perfect dog, but the qualities they train for use with the Indiana Department of Correction are not what most owners would appreciate. During their visits to kennels, animal control, and the Humane Society, if they see a dog with high energy, this signals potential.

These dogs are more of an animal than the average pet owner can handle, but this makes the dogs good for detection work. Dogs that work for the DOC have been saved from being euthanized and are placed with DOC to perform detection work. Dogs usually are hard to adopt out. The Humane Society is really thrilled when a dog is adopted, and they know that the dogs will be cared for by their handlers.

Sharp and Keith are both assigned to the Emergency Response Operations Division of the DOC. Their main assignment is handling canines at six facilities, which have thirteen canines each. The total is divided into forty-two narcotic canines, twenty-four utility canines, and twelve trailing canines.

Sharp and Keith are both Master Trainers with the International Police Work Dog Association. Sharp has been training canines since 1977, and he had the first canine for the DOC. Keith has been training trailing dogs (Bloodhounds) for fifteen years. He has helped find escaped felons to missing children.

The Indiana Department of Correction K-9 Unit is not a “show boat” operation. A good candidate is between the ages of one and a half to three years old.



Dogs in training

Sporting dogs usually have potential because of their natural drive to hunt and retrieve. Looks and breed do not matter. However, such dogs are not easy to find; only a few dogs make the grade.

The growing drug problem has created a demand for well-trained dogs. Dogs can be trained to find anything that has an odor. Dog behavior depends on training, and training involves a bit of psychology. Dogs have different growth stages. For example, as puppies, they learn from their mothers and littermates. From 6 months to 1-1/2 years in age, dogs are in a “teenage” stage. They are growing, and they are looking for where they belong in the pecking order of the pack. It is when most dogs end up in animal shelters because their owners do not understand the psychological development of their pet.

The initial test to determine how much detective potential a dog has is simple. One test involves throwing a tennis ball, and if the prospective trainee tears off after it, that is a good sign. Over-running the ball is also a plus, as is wanting to keep the ball. The dog does not even have to bring the ball back. During another test, a trainer holds the dog's collar and tosses the ball into high weeds or snow. He hopes the dog finds the ball

by using his sight and sense of smell. The dog is also checked for its willingness to go into confined spaces—a must for dogs that need to sniff out drugs. The ball is placed in a wooden box that contains other balls, and the dog needs to put his head in the small space and pull out the ball he has been playing with.

If the dog passes the field tests, results are passed on to the Field Supervisor, then to the Director of Emergency Response. Dogs are then placed in one of the six facilities after being tested for

heartworm, X-rayed for dysphasia, dewormed, and vaccinated. Training takes about 60 days or more.

Staff members work their dogs for 15 to 20 minutes per day. The time together has to be fun and stimulating; playing is the key to training. When the dog makes a find, it gets to play with the tennis ball. During training, a pouch containing a specific scent is hidden in a wooden box with a hole in the top of the box. In passive indication, the dog learns to sit down and intensely stare at the location where it smells what he is looking for. As a reward, the ball appears for the dog to play with when he makes a find. It is important that the dog never see the hand of the trainer toss the ball. If the dog does, the dog will learn to look to the trainer or handler for the play object instead of focusing on the scent.

In addition, dogs sniff out marijuana, heroin, and cocaine during training. The nose capability of any dog is phenomenal.

Handlers routinely take their canines home and perform demos where countless youngsters can pet the canines. Well-trained handlers are just as important as well trained dogs—it's all about teamwork. ■

Local Community Appreciates Wabash Valley Correctional Facility Emergency Squad

For several weeks, the southwest region of Indiana received heavy rains in a short time frame, causing rivers and creeks to overflow their banks and breaching levees. On June 9, 2008, the Wabash Valley Correctional Facility received a call to assist the town of Elnora, Indiana due to severe flooding. Sixteen E-Squad members from Wabash Valley Correctional Facility were sent to help in sandbagging efforts to keep back the rising waters until the town could be evacuated. The E-Squad members worked side-by-side with the local law enforcement, local residents, and the National Guard. Through their efforts, all citizens of the town of Elnora were evacuated safely. To ensure that all were evacuated safely, all E-Squad members worked into the early morning hours and

were the last to leave the town of Elnora.

Emergency Squad members are voluntary applicants that put in the extra effort to be trained in specialized skills, tactics, and are NIMS (National Incident Management System) certified, which furthers their abilities to assist in disturbances and natural disasters. Emergency Squad members consistently go above and beyond what is commonly asked of a correctional staff member.



Wabash Valley E-Squad

It is the intent of the Indiana Department of Correction to have personnel trained and prepared to act under emergency circumstances and conditions inside and outside our facilities. ■

Emergency Preparedness Competition

Angel Velez, Major, Emergency Response Operations

On Friday, June 27, 2008, Emergency Response Operations and the Correctional Industrial Facility hosted the annual Emergency Preparedness Competition. Sixteen Emergency Teams from around the State of Indiana came together to compete in a variety of events designed to challenge them physically and mentally. With over 400 members and guests in attendance, the day included a K-9 demonstration by the Putnamville K-9 Team, rock climbing, and more. The participants were awarded trophies and special awards went out to members of the Wabash Valley Correctional Facility E-Squad for their help during the floods. Emergency Response Operations would like to thank all that make this a successful annual event. ■

EVENT WINNERS:

Baton Relay:

- 1st - Central SERT
- 2nd - Northern SERT
- 3rd - Westville

Mile Run:

- 1st - Central SERT
- 2nd - Northern SERT
- 3rd - NCCF

Sharp Shooter:

- 1st - Adam Bootz, ISP
- 2nd - Jeff Duffer, RCF
- 3rd - Jimmy Snider, RDC

Rock Climb:

- 1st - Tannan Austin, IR
- 2nd - Scott Devine, WVCF
- 3rd - Frank Vanihel, C.SERT

Dueling Plates:

- 1st - Richard Sterling, MCF
- 2nd - Shad Rice, NCCF
- 3rd - Tim Dice, N.SERT

Obstacle Course:

- 1st - N. SERT
- 2nd - C. SERT
- 3rd - Westville

Truck Pull:

- 1st - Westville
- 2nd - Putnamville
- 3rd - Branchville

Tug-O-War:

- 1st - Putnamville
- 2nd - NCCF
- 3rd - Miami

A Special Day with Mom

Jennifer Saroka, Public Information Officer,
Madison Correctional Facility

On Saturday, June 21, the Madison Correctional Facility held its third annual "Family Day." This is a special day in which offenders have invited their children, grandchildren, and family members for a day of games, activities, and a cookout. This year's attendance included 710 visitors for approximately 200 offenders. An additional 110 offenders without family attending volunteered to run the various games and activities. Twenty-four staff, in addition to regularly scheduled facility staff, reported for duty along with five volunteers from the outside community. The day's grand total of participants topped well over 1,000 people!

"I commend the staff and offenders at Madison for putting together this event," said Commissioner J. David Donahue. "Successful re-entry is strengthened by close family ties. Events such as these strengthen the family unit during the period of incarceration which tremendously aids in a successful transition back into society."

This special day has been in the planning stages by a committee of staff and offenders since early April. Offenders planned, designed, constructed and set-up activity stations including, water balloons, t-shirt painting, face painting, cake walk, bean bag toss, read-to-me corner, inflatable houses, kickball, bubbles and a station where children can have their picture taken with their mom or grandmother and make a picture frame to remember their special day.

A new element that was added this year was several displays. Offenders designed elaborate displays showcasing some of the programs at the facility. The PLUS (Purposeful Living Units Serve) Unit, a character and faith-based housing unit,

had a display showcasing their program in addition to sponsoring an activity where children could paint a t-shirt for their mom and include their handprints. Other programs, such as Toastmasters, also set up detailed displays to educate family members about the programs. Becky Anderson from Turning Point Domestic Violence Shelter brought materials, talked with families, and educated about domestic violence.

"The support from the community has been outstanding," commented Superintendent Jan Davis. Donations were received from Holiday Inn, Jay-C Food Stores, Moose Lodge, Wesport Locker City Meat Market, and Inflatable Houses. "I want to personally thank these business and individuals for supporting this special day for our offenders and their children," said Superintendent Davis. No state funds were used to put on this event. The offenders held several fundraisers this spring to have the funds available for this important day.

For the second year in a row, a fundraiser was held for The Villages during the family day event. Photographs of the special day were sold to visitors in addition to several items for a silent

Mothers playing with their children on family day



auction. One item was a special family day quilt made by offenders at the facility. Another silent auction item was a special weekend visit

which includes an overnight stay at the Holiday Inn Express of Madison. In addition to the overnight stay, the winner received a special weekend visit, lunch both days, and a special pre-reentry counseling session for the family along with the offender, their case manager, and unit manager. "This fundraiser is especially meaningful for our offenders and their family," commented Kris Mayfield, Unit Team Manager. "Oftentimes, incarcerated women have their children in foster care and in some way benefit of the outstanding programs and services of The Villages. This is yet another opportunity for our offenders to give back to society."

"This special occasion gives a 'non-prison feeling' visitation for our women with their children," concluded Superintendent Jan Davis. "The games, activities and cookout give our offenders a day to relax with their family, play with their children and forget about the stresses of incarceration." ■

First Equine Management Graduation in the State of Indiana

Alisia Lawrence, Public Information Officer, Putnamville Correctional Facility



Graduates and staff at Equine Management Graduation Ceremony



Offenders grooming thoroughbred

Eight offenders were recognized for their achievements at the first Equine Management Graduation, in the State of Indiana, held Thursday, May 8, 2008 at the Putnamville Correctional Facility.

The Equine Management Program is a result of a collaborative effort with the Thoroughbred Retirement Foundation. Students receive hands-on-training and classroom instruction of general stable procedures, horse behavior and psychology, tack care and selection, grooming, nutrition, health checks, first aid, disease, and hoof care. To date, the program has seventeen thoroughbred, retired race horses: eleven from Indiana and six from out of state, and there have been two adoptions.

Superintendent Michael J. Osburn opened the ceremony by welcoming attendees and acknowledging esteemed guests. In attendance was retired Judge Sally Gray; State Representative Amos Thomas; Jackie Brown, Coordinator of Thoroughbred Breeding Development; Deb Hartman, President of the Thoroughbred Retirement Foundation Committee; and Ferrier Instructor, Dale Huber.

Graduates were addressed by the Keynote Speaker, Indiana Department of Correction

Commissioner J. David Donahue. He said to the graduates, "It will be difficult to find employment after your release. That's just a fact of life, gentlemen, but, I submit to you that if you cease criminal behavior and utilize the learned skills acquired from this program, you will have a much better life than what you've experienced as an incarcerated individual. I commend you for your accomplishments and wish you well in your endeavors."

Following his address, the Commissioner, Superintendent Michael J. Osburn and Equine Instructor Barb Holcomb presented the graduates with certificates. Mrs. Holcomb also gave a media presentation that highlighted program events. A reception immediately followed the graduation, catered by Culinary Arts students.

"I attribute the success of the program to the diligent efforts of staff. Today, the Putnamville Correctional Facility became part of the history of the State of Indiana and the Indiana Department of Correction. This has been a unique opportunity for both staff and offenders, and I am honored to have had the opportunity to make a contribution," stated Superintendent Osburn. ■

Dean David T. Link Joins Prison Religious Program

Barry Nothstine, Public Information Officer, Indiana State Prison



David T. Link is a chaplain and a teacher in the faith-based restart program (PLUS) at Indiana State Prison. He is the Joseph A. Matson Dean and Professor Emeritus of the University of Notre Dame Law School and the President/Vice Chancellor Emeritus of the University of Notre Dame Australia. Dean Link was the dean at Notre Dame for over twenty-four years. At the time he took emeritus status, he was the longest serving law dean in the nation.

A partner in the Chicago law firm of Winston & Strawn, Link took a leave of absence in 1970 to return to his

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PEN Products' Doug Evans Named a Shining Star

Submission to NCIA Spring Newsletter,
Becky Deeb, New Enterprise Development Manager, PEN Products

A key element of a successful transition to the community is employability and job skills. It is PEN Products' mission to employ offenders throughout the Indiana Department of Correction in meaningful jobs and provide them with a work ethic and job skills, while operating in a self-sufficient manner. PEN Products Director Mike Herron comments, "Providing job opportunities and having expectations and high standards give offenders opportunities to change their lives. It is our responsibility to train, respect and recognize offenders that make the commitment to change."

PEN Products Operations Manager, Doug Evans, is definitely Indiana's correctional industries Shining Star for his efforts in changing offenders lives by implementing the U.S. Department of Labor Apprentice Program. Mr. Evans began working with the U.S. Department of Labor to make available apprenticeship programs in 2006. By January 2007 over 600 offenders were working in industries operations registered with the U.S. Department of Labor Apprenticeship program in nine facilities. To date 214 offenders have successfully completed an Apprenticeship Certificate including the classroom and on-the-job requirements of the program. More than 576 offenders are currently enrolled in the Apprenticeship Program throughout PEN Products operations in nine facilities across Indiana.

The U. S. Department of Labor oversees and approves programs by setting the guidelines for each job title. The U.S. Department of Labor approves all work processes developed by PEN Products. PEN Products Industries staff monitors individual progress of the On-the-Job Training and the related study requirements. After the offender completes all requirements, PEN Products

submits the documentation to the U. S. Department of Labor for review and approval. After final review of all documentation and hours worked, the U.S. Department of Labor issues the Apprenticeship Certificate. The U.S. Department of Labor Apprenticeship Certificate is a tool that can help offenders find stable employment after release.

PEN Products and the Indiana Department of Correction continue to focus on preparing offenders for a successful re-entry into the community. Change comes from the inside out. "Correctional industries must continue to be innovative to provide an environment where that change can take place. The U.S. Department of Labor Apprenticeship Program offers offenders an opportunity to change and prepare for employment on the outside, the key to successful reentry," states Doug Evans.

Doug Evans worked with the Indiana Department of Correction Education Division, the U.S. Department of Labor and nine facilities to implement this program. The Apprenticeship Certificate achievement is recognized by the Indiana Department of Correction and successful completion qualifies offenders for sentence reduction.

After the introduction of the U.S. Department of Labor apprenticeship program at PEN Products, the Indiana State Prison in Michigan City, Indiana has implemented the program for staff members also. Doug Evans is respectfully called "the father of the apprenticeship program" by newly named Commissioner Ed Buss from the Indiana State Prison.

Mr. Evans has worked in Indiana's correctional industries for over 28 years. He has started his corrections career as the plant foreman in the chair shop at



the Pendleton Reformatory and was promoted to plant foreman supervisor and then plant manager at the Miami Correctional Facility. In 2005 Mr. Evans was promoted to Industries

Operations Manager. Doug Evans was awarded the 2006 Innovative Employee of the Year by the Commissioner of the Indiana Department of Correction, J. David Donahue.

PEN Products and the Indiana Department of Correction is proud to have Doug Evans among its staff, accomplishing PEN's mission to employ offenders and preparing them for a successful return to the community. ■

From the Commissioner

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but with many great memories of my time here in Indiana. I thank you for everything.

One final significant accomplishment was to secure a strong and truly innovative leader to succeed me; a person who, in the coming years, will continue to steer us in the right direction. Even before moving to Indiana in January of 2005, I was hearing great things about Ed Buss. Over the course of the past three and a half years, he has proven to be a progressive, fair and enthusiastic leader, who is able to draw the best out of those who work for him. I encourage all of you to do for him what you were willing to do for me. Be bold enough to share your ideas for positive change. With his leadership, and your support, the Indiana Department of Correction will continue to be a national leader in the field of corrections. ■

PEN Products Breaks Offender Employment Record!

Becky Deeb, New Enterprise Development Manager, PEN Products

A key performance metric for PEN Products is the number of offender jobs. PEN measures its offender jobs bi-monthly via the Offender Information System. On June 30, 2008 PEN Products offender employment reached a record level of 2,006 jobs! This is a significant increase in jobs since January of 2005 when the level was 982.

The jobs break down into the following business groups:

Traditional Industries	1034
Farms	48
Commissary	281
Joint Ventures	643

PEN Products is truly
"Changing Lives - One Job at a Time."

Job Placement Service Now Available to PEN Offenders

Becky Deeb, New Enterprise Development Manager, PEN Products

PEN Products now has available Job Placement Services for offenders that have worked for PEN Industries or Farms. The program is available to offenders that have had two years of PEN Products employment, completed a U.S. Department of Labor Apprenticeship Program, basic computer skills training, safety training, and have a GED or high school diploma.

The objective of the Job Placement Program is to decrease recidivism by connecting released offenders with meaningful employment.

**PEN Products...Working on the Inside
 for Success on the Outside.**



JOB PLACEMENT

Indiana Department of Correction

Dean David T. Link Joins Prison Religious Program

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alma mater, the University of Notre Dame, where he had received both his Bachelor of Science and Juris Doctor degrees. He has earned three honorary doctorate degrees from other universities.

Dean Link simultaneously serves as the founding Deputy Vice Chancellor and Provost of St. Augustine University College of South Africa. He was also the founding Dean of the Law School and the Associate Vice-President for Academic Affairs at the University of St. Thomas in Minnesota. Upon promotion to emeritus status, Dean Link served as president and chief executive officer of the International Centre for Healing and the Law.

The dean is a noted teacher, scholar, and lecturer, especially in the fields of professional ethics, professionalism, and private-tertiary education administration. Among numerous honors, he was awarded the Young Federal Lawyer and the Secretary of the Treasury Awards for outstanding service to the United States during the Kennedy Administration.

Dean Link was also ordained as a Catholic Priest on Saturday June 7th. Superintendent Buss said, "I am thrilled to have Father David Link join our organization as a full-time employee. He has worked with us as a volunteer for several years in the PLUS program. To have a man with his accomplishments as part of our religious programming will be a tremendous benefit for the staff and offenders assigned to this facility." ■

2008 National Mental Health Conference hosted by the Indiana Department of Correction is a Great Success

Evan Hawkins, Program Manager, Staff Development and Training

Indiana Department of Correction Commissioner J. David Donahue successfully kicked off the 2008 National Mental Health Conference entitled "Unlock the Mystery: Managing Mental Health from Corrections to Community" at the Adam's Mark Hotel from June 23-25. This innovative conference spotlighted solutions for managing the number of mentally ill, substance abuse, and sex offender populations within the adult male, adult female and juvenile populations in jails and prisons. Attendees acquired tools that increased knowledge of the continuity of care from confinement to community-based supervision with the intention of rapid decompensation and re-incarceration.



Attendees visit vendor booths

"Since the national trend to close state hospitals in the 70s, correctional agencies have been tasked with being the largest deliverers of mental health treatment in the state," stated Commissioner Donahue. "Our goal throughout this conference has been to initiate a national conversation designed to enhance how correctional and treatment professionals deliver quality care to the special populations within the criminal justice system."

Over 800 attendees, representing 22 states, Puerto Rico, and Bermuda, participated in this interactive conference.

"The presence of such a distinguished group of professionals indicates the seriousness with which we all see the issue of mental health in corrections and the need to ensure that offenders are equipped with the best tools for successful community re-entry," added Donahue.

The conference consisted of 4 featured speakers: Robert McGrath, MA, Clinical Director from the Vermont Department of Correction; Warden Paula Jarnecke from the Metropolitan Detention Center (Federal Bureau of Prisons); Warden Arthur Beeler from the Butner Federal Correctional Complex (Federal Bureau of Prisons); and Dr. Joel Dvoskin, Senior Psychologist from the Threat Assessment Group (TAG).

Furthermore, attendees were afforded the opportunity to participate in 60 educational workshops within the mental health, addiction and sex offender focuses. Workshops included: "Suicide Proofing" High Security Prisons, The Role of the Polygraph in Sex Offender Treatment, Managing Self Injurious Behavior: Case Study, Transitioning from Corrections to Community: Psychiatric Care, Mental Health Education for Prison Staff, Pennsylvania Sexual Responsibility and Treatment Program, East Mississippi Correctional Facility: "A Special Needs Facility for Mentally-Challenged Inmates", Recidivism and Mental Illness, Indiana Access to Recovery Project, The Autism Spectrum-Increasing Challenges for the Treatment and Legal Communities, etc.



Attendees enjoy evening baseball game at Victory Field

Additionally, on Wednesday, June 25th, conference guests participated in a Roundtable Series, supported by an educational grant from Eli Lilly & Company. The series offered professionals within certain treatment professions the opportunity to network and discuss accomplishments and obstacles with fellow practitioners. Topics included: Managing Severely Personality Disordered Offenders, Devising a Continuity of Care for Seriously Mentally Ill Offenders, Recovery or Abstinence: The Ongoing Debate, Therapeutic Communities vs. Out-Patient Program with Incarcerated Individuals, Public Policy Issues with Sexual Offenders (Residency Restrictions/Adam Walsh Act), Treatment of Offenders Convicted of Sexual Misconduct with a Minor, and Correctional Mental Health Director Huddle.

In addition to all of the educational opportunities, participants were treated to "Mental Health in Corrections Night" at Victory Field, home of the Indianapolis Indians. Indiana Department of Correction Re-Entry Director David Burch threw out the "First Pitch for Mental Health" in front of over 700 conference attendees. ■